

Date: 09/07/2005 10:36

From: DAVID WATSON

To: PATRICIA FREEMAN(E);

Cc: JACKLYN FISHER L(E); LAVINA WRIGHT(E);

Subject: Transfer

Re: Administrative

Ms. Freeman,

Staffing in the HIV cluster is such that transfers are made on the basis of:

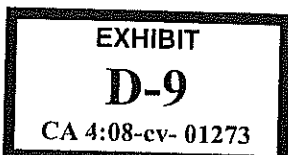
1. Needs of the cluster
2. The needs of the unit
3. The needs of the employee

When I asked you why you desired to transfer you gave me no reason other than you just wanted to. You informed me there were no problems where you were presently assigned. Most all of the units are presently understaffed. As a result transfers are not made lightly.

Based upon the lack a reasons presented I am presently unable to grant your request for transfer.

Sincerely

David Watson



UTMB-0236

Date: 09/08/2005 13:02

From: PATRICIA FREEMAN

To: DAVID WATSON W(E);

Cc: PATRICIA FREEMAN(E);

Subject: Transfer

Re: Administrative

during our 2 minutes conversation before you so rudely opened the door and invited me out. i assumed you did not want to listen to what i had to said. i never had the opportunity to explain my medicine reason for wanting to be transferred. your professionalism and attitude was belittling and i am requesting a second meeting with you and with ms rader present.

Date: 09/18/2005 09:01
From: DAVID WATSON
To: PATRICIA FREEMAN(E);
Cc: SANDRA RADER J(E); MARY GOTCHER L(E);
Subject: RE: Transfer
Re: Administrative

Ms. Freeman,

I have given due and diligent consideration to your email. I have read and re-read it now for over one week. The only portion of your email that I find I can agree with is the time of the meeting. It was indeed, approximately two minutes.

Kindly allow me to revisit my recollection of the meeting:

I asked you what I could do for you. You answered that Ms. Fisher had advised you to meet with me as you wished to transfer to Estelle. I asked you why. You paused for a moment as if unsure what to say and then finally stated that you just wanted to transfer. I pointed out that under the current circumstances I needed a bit more of a reason for a transfer than "just because". I felt then and I feel now that would set an impractical precedent. As I explained in the original email (see below) transfers are granted principally on a basis of operational needs.

I again asked you if there was a particular reason for the transfer and you replied there was not. I then asked you if you were happy and/or satisfied at Ferguson. I asked you if there were any problems. You shrugged your shoulders and said there were no problems and no dissatisfaction.

I asked you if you were happy and there were no problems then why you desired to transfer? You replied that you just thought you would be happier at Estelle, but were not even able to explain why you would be happier.

I confess that left with no other input from you I saw no reason to continue the conversation. What else need be said? At no time did you ever mention or even allude to a medical condition. Unless you bring that up how am I to know it even exists? From my perspective you were given several opportunities to express anything you so chose. You did not choose to mention your medical condition. To this date I don't know what it is you refer to.

I might also mention that this is the first time in my career that anyone has accused me of "belittling" them by being professional. The end of the conversation was apparently at hand and yes, I admit I opened the door for you to make your exit. I considered that a courtesy and not a rude behavior.

In this light I consider your email to be lacking in factual content, insubordinate in tone and quite possibly manipulative with regard to intent.

At this time I decline to meet with you and Ms. Rader. When you return from your medical leave you may submit any necessary documents to Human Resources for consideration and/or accommodation as they may apply. If Human Resources judges that a meeting is in the best interest of the situation I will reconsider at that point.

Cordially,

David Watson

11TMR_0241

Date: 10/22/2005 06:04

From: PATRICIA FREEMAN

To: DAVID WATSON W(E);

Cc: SANDRA RADER J(E); MARY GOTCHER L(E); PATRICIA FREEMAN(E);

Subject: TRANSFER

Re: Administrative

MR WATSON,

TO MADE THIS SHORT AND SIMPLE "I DO NOT REMEMBER SOME OF THE DIALOGUE THAT YOU HAVE PRESENT, BUT NEVER THE LESS, MY EMAIL IN MY OPINION WAS NOT INSUBORDINATE. I HAVE NO REASON TO MANIPULATE ANY SITUATION.

YOUR TONE AND ACTION APPEARED THAT YOU DID NOT WANT TO DISCUSS THE ISSUE AND YOUR DECISION WAS ALREADY MADE. AS FAR AS I'M CONCERNED THIS IS A CLOSE MATTER, UNLESS I SEE FIT TO REOPEN THRU HR

SINCERELY,

FREEMAN,LVN

P.